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AUTHOR Byrne, Eileen M.
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ABSTRACT

A great deal of received wisdom in the area of the lack of ability of women in science is still based on assumption, belief, or prejudices operating at the level of superstition. The "Snark Syndrome," a term inspired by Lewis Carroll's famous nonsense poem. "The Hunting of the Snark" was coined by Eileen Byrne to describe these beliefs that have no credible base in sound empirical research. The application of the Snark Syndrome produces the Snark effect. Educators and policymakers have internalized assertions from hearing them repeated so many times. The internalized beliefs are used to justify and implement major policies such as single-sex schools and the use of role-model theory instead of mentorship practice in affirmative action programs. The chapters in this book are: (1) Introduction: Changing the Paradigms; (2) The UQ WISTA Research: A Holistic and Policy Approach; (3) Institutional Ecology and Women in Science: Why Women Are Where They Are and Aren't; (4) Role Modeling: An Acute Attack of the Snark Effect; (5) The Mentor Process: Selective Choice or Policy Mechanism; (6) The Critical Filters: Further Cluster Factors; and (7) Conclusion: Policies for Change? (PR)

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